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**From:** Thomas, Deb [/O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=4DC0908FDDF040C787AAA3E7CDABF369-THOMAS, DEBRA]  
**Sent:** 1/13/2021 3:01:32 PM  
**To:** Vizian, Donna [Vizian.Donna@epa.gov]  
**Subject:** RE: AFGE Local 3607 Response to your December 23, 2020 Email

Thank you for sharing. I was not aware of it.

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**From:** Vizian, Donna <Vizian.Donna@epa.gov>  
**Sent:** Tuesday, January 12, 2021 8:35 PM  
**To:** Thomas, Deb <thomas.debrah@epa.gov>  
**Subject:** Fwd: AFGE Local 3607 Response to your December 23, 2020 Email

Hi Deb. Passing along in awe you have not seen this.

Begin forwarded message:

**From:** EPAExecSec <EPAExecSec@epa.gov>  
**Date:** January 12, 2021 at 6:40:08 PM MST  
**To:** "CMS.OEX" <cms.oex@epa.gov>  
**Cc:** "Benevento, Douglas" <benevento.douglas@epa.gov>, "Vizian, Donna" <Vizian.Donna@epa.gov>, "Hewitt, James" <hewitt.james@epa.gov>, "Grantham, Nancy" <Grantham.Nancy@epa.gov>, "Gunasekara, Mandy" <gunasekara.Mandy@epa.gov>, "Molina, Michael" <molina.michael@epa.gov>, "White, Elizabeth" <white.elizabeth@epa.gov>  
**Subject:** FW: AFGE Local 3607 Response to your December 23, 2020 Email

**From:** Britta Copt [Ex. 6 Personal Privacy (PP)]  
**Sent:** Tuesday, January 12, 2021 3:59 PM  
**To:** Wheeler, Andrew <wheeler.andrew@epa.gov>  
**Cc:** dave.christenson [Ex. 6 Personal Privacy (PP)]  
Sherrie Kinard [Ex. 6 Personal Privacy (PP)] richard archuleta [Ex. 6 Personal Privacy (PP)]  
**Subject:** AFGE Local 3607 Response to your December 23, 2020 Email

Administrator Wheeler-

On Wednesday, December 23, 2020, you sent an email to all EPA staff regarding telework flexibilities. After outlining what you characterized as expanded options for telework for non-bargaining unit employees, you stated the following:

Agency representatives have reached out to the American Federation of Government Employees (AFGE) to offer the same flexibilities for these bargaining unit employees and to ask them to sign an MOU recognizing this new flexibility. During negotiations with AFGE, EPA did offer a best and final deal, which would have given employees these additional workplace flexibilities. Unfortunately, this was rejected by AFGE as they chose to place a higher value on issues more important to union leadership than to

their members, to include matters such as increasing the amount of official time that is available to union officers.

Your statement regarding your interactions with AFGE leadership was false.

The Union filed a ULP against you for making this same statement at a Region 8 All-Hands meeting in July 2020. The Federal Labor Relations Authority (FLRA) agreed with the Union. The falseness of your statement has also been confirmed by the facts detailed in an article printed in Greenwire's E&E News (1/7/2021).

That article sets forth email traffic between the Union and EPA. Specifically, an EPA management representative sent an email to a Union representative at 1:23 p.m. on 12/23/2020 setting forth an offer to delink work schedules from telework. However, only 8 minutes later, at 1:31 p.m. on 12/23/2020, that same EPA management representative sent an email to the Union representative rescinding the offer. At 4:12 that same day, the same EPA management representative sent another email to the Union representative again making the offer to delink work schedules from telework. You sent your email to EPA employees at 4:18 p.m. that same day. Aside from the fact that this was near the end of the day immediately prior to a declared holiday for federal workers and two days before the Christmas federal holiday, it's pathetic of you to characterize the Union as having rejected your offer after only six minutes had elapsed since your representative had reinstated the offer to the Union to de-link work schedules from telework. Clearly, your email had been prepared even prior to the sending of the 4:12 p.m. email from your representative to the Union reinstating the offer that you had withdrawn earlier that day.

We are not at all surprised that you lied about this interaction with the Union. You made previous misstatements in Denver in July about negotiations with the Union during a Region 8 All-Hands meeting. Your lies and efforts to demonize the Union are despicable, although, unsurprising given your 2 ½ years as Administrator and Acting Administrator.

During that time, you have methodically eliminated protections of human health and the environment through rulemakings and policies while misleading the American public about your actions. While you have had the right as the EPA Administrator to gut environmental and public health protections to provide financial benefits to the regulated community, your repeated statements that the gutting of human health and environmental protections have actually provided benefits to human health and the environment are appalling. The least you could have done was told the truth about your actions and preferred policies.

Last Thursday, you sent an email to EPA employees telling us how disgusted you were by last Wednesday's events. We believe that you were referring to the assault on the Capitol by the seditious, terrorist mob incited earlier in the day by your boss, Donald Trump, although your vague description is ambiguous. After all, you were appointed by Trump to gut environmental and human health protections, and you have done so with great vigor. You went on to say in your email today how you have upheld the rule of law and the Constitution of the United States during your entire career, and that you take your oath of office, your obligation to the Agency and to the American People very seriously.

With respect to your obligation to the American people, it's clear that you mean either the minority of the general population that are die-hard Donald Trump supporters, or the businesses that have cheered while you have saved them millions, if not billions, of dollars during your gutting of environmental and human health protections. We work for the Environmental Protection Agency, not the Polluter Protection Agency. Many of us began our careers here, some close to 30 years ago with the goal, like most EPA career employees, of working hard to improve human health and the environment so that every citizen of the United States can enjoy life to the fullest without having to worry about getting sick or dying from pollution caused by businesses that just want to cut costs.

Also, it is worth mentioning the Schedule F Executive Order. That Order attempts to politicize government policies and move "career positions employees in Federal service of a confidential, policy-determining, policy-making, or policy-advocating character not normally subject to change as a result of a Presidential transition" to the new Schedule F. This would strip career employees of their right to be represented by a Union and due process safeguards in the workplace.

Regulating Agencies should not be made political pawns to any Administration. Our work should be based on sound science and not influenced by politics. We have looked forward to your departure since the day your actions made clear your disdain for the work that EPA has been charged by Congress with carrying out. Knowing that you will be gone in less than two weeks and that we can get back to working toward the goal of protecting human health and the environment gives those of us that are left hope that has been absent for the last four years.

Sincerely,

AFGE Local 3607 Executive Board  
Britta Copt, President  
Dave Christenson, Vice President  
Greg Lohrke, Secretary  
Brian Friel, Treasurer  
Sherrie Kinard, Chief Steward  
Richard Archuleta, Women's and Fair Practices Coordinator